Complaint

JURISDICTION & VENUE

- 1. This action involves claims brought under the Fair Labor Standard Act ("FLSA"), which present a federal question (see generally 29 USCA, Section 216 (b)) over which this court has original jurisdiction under 28 USCA Section 1131. This court is permitted, at its discretion, to adjudicate the state claims alleged. (28 USCA Section 1367).
- 2. A defendant resides within the Central District of California, Plaintiffs are informed and believe. Venue is proper under 28 USCA Section 1391.

THE PARTIES

- 3. Defendant DUPONT RESIDENTIAL CARE, INC. is, Plaintiffs are informed and believe, a California corporation, with its principal place of business in Orange County, California, and was a joint employer of Plaintiffs.
- 4. Defendant JACQUELINE DUPONT (utilizing that name, or various aliases, including, but not limited to, Jacqueline Baum; Jacqueline Dupont- Baum; Jacqueline Lehn; and "Jackie" Dupont), is an individual who has financial and/or operational control over any entity defendants, or who has authority to act for them in relation to the work of Plaintiffs; or is one who exercised control over the wages, hours or working conditions of Plaintiffs, or suffered or permitted Plaintiffs to work, or engaged Plaintiffs; or who has or had at all relevant times an interest in fact or law in each of the facility operations, and was a joint employer of Plaintiff.
- 5. Defendants operate business entities, including defendant DUPONT RESIDENTIAL CARE, INC., all of which are jointly liable to Plaintiff. The operations of defendants utilize a variety of legal (or fictitious) names and aliases (all of which are referred to collectively as the "facility" or "facilities"). Such names used by defendants for the facilities may include, but not be limited to: Irvine Cottage III; Irvine Cottage IV; Irvine Cottage V; Irvine Cottage VI; Irvine Cottage # 8; Irvine Cottage No. 9; Irvine Cottage # 10; Irvine Cottage No. 11; Irvine Cottage; Doctor's House Calling Inhome Care; Ionspec Corporation; and Irvine Cottage -

M.V. As such facilities are not completely disassociated from one another, the facilities operated by defendants are a common, or joint enterprise, constituting a single integrated business entity.

PRELIMINARY ALLEGATIONS

- 6. Said facilities of defendants are licensed and regulated by the State of California, and pursuant thereto, hire labor (commonly called "caregivers") for the purpose of caring for the sick, the aged, the mentally ill or defective, which sick, aged, mentally ill or defective persons reside on the premises of such facilities.
- 7. Plaintiffs were caregivers at the facilities of defendants, and thus were employees of all defendants.
- 8. Plaintiffs are informed and believe and thereupon allege that there exists, and at all times relevant to this complaint there existed a unity of interest and ownership between any corporate defendants and non-corporate defendants such that any individuality and separateness between said defendants has ceased. Plaintiffs are further informed and believe, and thereupon allege that if the acts of the defendant entities are treated as those of the entity alone, an inequitable result would follow. As to any defendants which are corporate or entity defendants, it is fair and equitable to permit piercing the corporate veil.
- 9. In addition, the actions of defendants, and each of them, in failing to pay Plaintiffs the wages owed, as alleged herein, is the result of an intentional and deliberate scheme, designed to deprive and defraud Plaintiffs of their overtime and minimum wages earned. Said actions by defendants, and each of them, constitute willful and malicious injury to Plaintiffs.

FIRST CAUSE OF ACTION

FOR FAILURE TO PAY MINIMUM WAGE AND OVERTIME,

AND WAGE AND HOUR VIOLATIONS

(FAIR LABOR STANDARDS ACT)

(PLAINTIFFS AGAINST ALL DEFENDANTS)

- 10. Plaintiffs re-allege and incorporate herein by this reference each of the preceding paragraphs.
- 11. All of said defendants fall within the coverage of the FLSA as they are engaged in the operation of institutions (here, the facilities) which primarily care for either the sick, the aged, the mentally ill or defective, which sick, aged, mentally ill or defective persons reside on the premises of such facilities.
- 12. Beginning approximately on September 28, 2007, and continuing to about May 18, 2011, Plaintiff Gerardo Gabayan rendered caregiver services for the benefit of defendants, and each of them. Beginning approximately on October 1, 2007, and continuing to around January 24, 2011, Plaintiff Elva Gabayan rendered caregiver services for the benefit of defendants, and each of them.
- 13. Pursuant to the provisions of the FLSA, Plaintiffs had the right to be paid minimum wage for every hour of labor, plus the right to be paid one and a half times their regular hourly rate for all hours worked in excess of 40 during a week.
- 14. During their employment, defendants required and permitted Plaintiffs to work hours in excess of 40 per week. Plaintiffs were not properly compensated by defendants for all "hours worked" in that Plaintiffs were not paid the minimum wage for the first 40 hours of work each week, nor were they paid at required "premium rates" for all hours worked in excess of 40.
- 15. Pursuant to Section 216 of the FLSA, Plaintiffs are entitled to recover the full amount of unpaid minimum wage and overtime compensation owing in an amount estimated to exceed \$110,000.00, each, for a total of \$220,000.00, and subject to more precise proof at the time of trial.
- 16. In addition, because defendants violated Sections 206 and 207 of the FLSA, pursuant to Section 216 of same, Plaintiffs are entitled to a doubling of the full amount of unpaid minimum wage and overtime compensation in an additional amount of \$110,000.00, each, for a total of \$220,000.00 additional, for a total doubled amount for all Plaintiffs of \$440,000.00, and subject to more precise proof

at the time of trial.

17. In addition, Plaintiffs are entitled to reasonable attorney's fees in an amount to be proved according to law. In addition, Plaintiffs are entitled to prejudgment interest and costs of suit.

SECOND CAUSE OF ACTION

(FOR WAGE AND HOUR VIOLATIONS, INCLUDING CALIFORNIA LABOR CODE SECTION 1194)

(PLAINTIFFS AGAINST ALL DEFENDANTS)

- 18. Plaintiffs re-allege and incorporate herein by this reference each of the preceding paragraphs.
- 19. Pursuant to the provisions of the California Labor Code, including Labor Code Sections 510 and 1194, and regulations adopted by the California Department of Industrial Relations, Plaintiffs had the right to be paid properly for every hour of labor.
- 20. In violation of such laws and regulations, defendants, and each of them failed to pay Plaintiffs overtime owed, in an amount believed to exceed \$250,000.00, each Plaintiff, for a total amount owed, by defendants and each of them, for all Plaintiffs of in excess of \$500,000.00, an more precisely according to proof.
- 21. In addition, Plaintiffs are entitled to those recoveries allowed by law as follows:
 - (A) Pursuant to Labor Code Section 203, Plaintiffs were entitled to receive at the termination of their employment all accrued but unpaid wages for all hours labored, including overtime compensation. Because defendants, and each of them failed to pay such wages, Plaintiffs are entitled to continuing wages set forth in Labor Code Section 203 in an amount estimated to be in excess of \$1,920.00 each.
 - (B) Defendants, and each of them, were obligated under Labor Code

Section 226 and regulations of the Industrial Welfare
Commission of the State of California, to keep accurate records of
Plaintiffs' hours of labor, and to prepare and submit to Plaintiffs
at least twice per month an itemized statement accurately showing
the total hours worked by Plaintiffs. Defendants, and each of
them, failed to keep accurate records of Plaintiffs' hours of labor,
and further failed to timely provide accurate itemized wage
statements as required by such statute. Accordingly, Plaintiffs are
entitled to damages pursuant to *Labor Code* Section 226, in a
maximum amount of \$4,000.00 each.

- 22. In addition, Plaintiffs are entitled to interest on unpaid amounts owing in an amount to be proved at trial. Further, Plaintiffs are entitled to reasonable attorney's fees, which are hereby specifically demanded, in an amount to be proved according to law.
 - 23. In addition, Plaintiffs are entitled to costs of suit.

THIRD CAUSE OF ACTION

(FOR RESTITUTION UNDER BUSINESS AND PROFESSIONS CODE SECTION 17200; LABOR CODE SECTION 226; AND RELATED SECTIONS PLAINTIFFS AGAINST ALL DEFENDANTS)

- 24. Plaintiffs re-allege and incorporate herein by this reference each of the preceding paragraphs.
- 25. Under California Business and Professions Code, §§ 17200, et seq., Defendants, and each of them, are obligated to refrain from engaging in unfair business practices. Further, under a group of laws now commonly referred to as the "Unfair Competition Laws," Defendants, and each of them, are obligated to comply with the law, and avoid improper, illegal, and unethical activity which would constitute a violation of the Unfair Competition Laws which directly harmed Plaintiffs.

28

- 26. Defendants, and each of them, on multiple occasions, and in multiple instances, engaged in such conduct prohibited by the Unfair Competition Laws, and engaged in a course of illegal business practices including, Plaintiffs are informed and believe, but not limited to, the following:
 - By failing to pay Plaintiffs overtime and minimum wages which (a) Defendants knew, or should have known, to be due and owing:
 - By improperly calculating, and therefore not providing to (b) Plaintiffs, wages for overtime and minimum wages owed;
 - By not keeping accurate time records required by law, including (c) in violation of Labor Code Section 226, for Plaintiffs;
 - By failing to provide accurately all of the information legally (d) required on what are commonly referred to as "pay stubs" to Plaintiffs, as mandated by Labor Code Section 226;
 - (e) By converting funds to their own use which were Plaintiffs' wages.
- 27. Plaintiffs request relief for said violations, including entry by this Court of an injunction, requiring Defendants, and each of them, to:
 - Provide full, complete, and accurate pay stubs required by law; a)
 - Hold in trust all amounts received by Defendants, and each of **b**) them, which should have been paid to Plaintiffs for their overtime wage earned.
- 28. Defendants, and each of them, pursuant to such unlawful, unfair and deceptive practices, have enriched themselves at the expense of innocent victims, including, but not limited to, Plaintiffs, and have gained an unfair advantage over law-abiding employers. Defendants, and each of them, should therefore be ordered to restore to the Plaintiffs those amounts they are entitled to receive. Said amounts include, but are not limited to, all overtime and minimum wage compensation not captured under any other law, all amounts outside of the statute of limitation of the

statutory (federal or state) claims, and amounts not otherwise awarded for any reason, all in those amounts proved at trial.

PRAYER

WHEREFORE, Plaintiffs pray judgment be entered in their favor and against Defendants, and each of them as follows:

- 1. For all damages permitted under the FLSA for Plaintiff
 GERARDO GABAYAN, including unpaid minimum wage and
 overtime of at least \$110,000.00, doubled to \$220,000.00, and
 more precisely according to proof at trial;
- 2. For all damages permitted under the FLSA for Plaintiff ELVA GABAYAN, including unpaid minimum wage and overtime of at least \$110,000.00, doubled to \$220,000.00, and more precisely according to proof at trial;
- 3. For unpaid overtime compensation under California law for Plaintiff GERARDO GABAYAN in the approximate amount of \$250,000.00, and subject to more precise proof at the time of trial;
- 4. For unpaid overtime compensation under California law for Plaintiff ELVA GABAYAN in the approximate amount of \$250,000.00, and subject to more precise proof at the time of trial;
- 5. For continuing wages pursuant to *Labor Code* Section 203 in an amount of at least \$1,920.00, each Plaintiff, and more precisely according to proof;
- 6. For damages pursuant to *Labor Code* Section 226 in an amount of a maximum of \$4,000.00, each Plaintiff, and more precisely according to proof;
- 7. For prejudgment interest according to law, believed to be over

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UNITED STATES DISTRICT COURT CENTRAL DISTRICT OF CALIFORNIA

NOTICE OF ASSIGNMENT TO UNITED STATES MAGISTRATE JUDGE FOR DISCOVERY

This case has been assigned to District Judge David O. Carter and the assigned discovery Magistrate Judge is Marc Goldman.

The case number on all documents filed with the Court should read as follows:

SACV11- 865 DOC (MLGx)

Pursuant to General Order 05-07 of the United States District Court for the Central District of California, the Magistrate Judge has been designated to hear discovery related motions.

All discovery related motions should be noticed on the calendar of the Magistrate Judge	
NOTICE TO COUNSEL	
copy of this notice must be served with the summons and complaint on all defendants (if a removal action is	

[X] Southern Division

Failure to file at the proper location will result in your documents being returned to you.

filed, a copy of this notice must be served on all plaintiffs).

Western Division 312 N. Spring St., Rm. G-8

Los Angeles, CA 90012

Subsequent documents must be filed at the following location:

[] Western Division

411 West Fourth St., Rm. 1-053

Santa Ana, CA 92701-4516

☐ Eastern Division

3470 Twelfth St., Rm. 134

Riverside, CA 92501

Name & Address:	
ROBERT R. RONNE LAW OFFICES OF ROBERT R. RONNE, APC 840 Apollo Street, Suite 307 El Segundo, California 90245	
UNITED STATES I	DISTRICT COURT T OF CALIFORNIA
GERARDO GABAYAN, ELVA GABAYAN,	CASE NUMBER
PLAINTIFF(S)	SACV 11-00865 DOC (MLGx)
DUPONT RESIDENTIAL CARE, INC.; JACQUELINE DUPONT,	SUMMONS
DEFENDANT(S).	
A lawsuit has been filed against you. Within 21 days after service of this summon must serve on the plaintiff an answer to the attached counterclaim cross-claim or a motion under Rule 12 or motion must be served on the plaintiff's attorney, Role 840 Apollo Street, Suite 307, El Segundo, California 902 judgment by default will be entered against you for the reyour answer or motion with the court.	s on you (not counting the day you received it), you complaint amended complaint the federal Rules of Civil Procedure. The answer cert R. Ronne, whose address is If you fail to do so, elief demanded in the complaint. You also must file
	Clerk, U.S. District Court
Dated:	By: Deputy Clear (Seal of the County) 191 agency, or is an officer or employee of the United States. Allowed
50 days by Rule 12(a)(3)].	

CV-01A (12/07) SUMMONS

UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA CIVIL COVER SHEET

CIVIL COVERSHEET								
I (a) PLAINTIFFS (Check box if you are representing yourself □)	DEFENDANTS							
GERARDO GABAYAN, ELVA GABAYAN,		DUPONT RESIDENTIAL CARE, INC.; JACQUELINE DUPONT,						
•								
(b) Attorneys (Firm Name, Address and Telephone Number. If you are yourself, provide same.)	e representing	Attorneys (If Known)						
ROBERT R. RONNE (310) 322 LAW OFFICES OF ROBERT R. RONNE, APC 840 Apollo Street, Suite 307, El Segundo, California 90245	-1696							
II. BASIS OF JURISDICTION (Place an X in one box only.)		HIP OF PRINCIPAL PAR	•	es Only				
☐ 1 U.S. Government Plaintiff 3 Federal Question (U.S. Government Not a Party)	Citizen of This S		F DEF I Incorporated or of Business in the					
☐ 2 U.S. Government Defendant ☐ 4 Diversity (Indicate Citizenship of Parties in Item III)	Citizen of Anoth	ner State 2	☐ 2 Incorporated an of Business in A	d Principal Place				
	Citizen or Subje	ct of a Foreign Country 3	☐ 3 Foreign Nation	□6 □6				
IV. ORIGIN (Place an X in one box only.)								
☐ 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Appellate Court Reopened Table 1 Original Proceeding State Court Sta								
V. REQUESTED IN COMPLAINT: JURY DEMAND: ☐ Yes 5	No (Check 'Yes'	only if demanded in compla	int.)					
CLASS ACTION under F.R.C.P. 23: ☐ Yes ☑ No	EZ N	MONEY DEMANDED IN C	OMPLAINT: \$ 440,000	.00				
VI. CAUSE OF ACTION (Cite the U.S. Civil Statute under which you 29 USCA Section 216, minimum wage and overtime under Fair La	_	te a brief statement of cause.	Do not cite jurisdictional s	tatutes unless diversity.)				
VII. NATURE OF SUIT (Place an X in one box only.)	oor Standard Act.							
The state of the s		N// 0.0000000000000000000000000000000000		* 200 30.0035940 ************************************				
OTHER STATUTES CONTRACT 400 State Reapportionment 10 Insurance PE	TORIS- RSONAL INJURY	TORTS PERSONAL	PRISONER PETITIONS	LABOR 710 Fair Labor Standards				
) Airplane	PROPERTY	PETITIONS ☐ 510 Motions to	Act				
	Airplane Product		Vacate Sentence	□ 720 Labor/Mgmt.				
☐ 450 Commerce/ICC ☐ 140 Negotiable Instrument	Liability	☐ 371 Truth in Lending		Relations				
Rates/etc. □ 150 Recovery of □ 320	Assault, Libel &	☐ 380 Other Personal	☐ 530 General	☐ 730 Labor/Mgmt.				
☐ 460 Deportation Overpayment &	Slander		☐ 535 Death Penalty	Reporting &				
Enforcement of	Fed. Employers' Liability	☐ 385 Property Damage		Disclosure Act				
and Corrupt Judgment) Marine	Product Liability	t l	☐ 740 Railway Labor Act				
Organizations ☐ 151 Medicare Act ☐ 340 Consumer Credit ☐ 152 Recovery of Defaulted ☐ 345	Marine Product	BANKRUPTCY	☐ 550 Civil Rights	☐ 790 Other Labor				
17 490 Cable/Sat TV Student Loan (Excl	Liability	☐ 422 Appeal 28 USC 158	☐ 555 Prison Condition FORFEITURE	Litigation 791 Empl. Ret. Inc.				
□ 810 Selective Service Veterans)	Motor Vehicle	☐ 423 Withdrawal 28	PENALTY					
□ 850 Securities/Commodities/ □ 153 Recovery of	Motor Vehicle Product Liability	USC 157	☐ 610 Agriculture	PROPERTY RIGHTS				
Exchange Overpayment of	Other Personal	CIVIL RIGHTS	☐ 620 Other Food &	□ 820 Copyrights				
Li 875 Customer Challenge 12 Veteran's Benefits	Injury	441 Voting	Drug	□ 830 Patent				
USC 3410	Personal Injury-	☐ 442 Employment	☐ 625 Drug Related	☐ 840 Trademark				
months in the latest and the latest	Med Malpractice Personal Injury-	Housing/Accommodations	Seizure of	SOCIAL SECURITY 861 HIA (1395ff)				
□ 892 Economic Stabilization Liability	Product Liability		881	□ 862 Black Lung (923)				
Act ☐ 196 Franchise ☐ 368	Asbestos Persona		☐ 630 Liquor Laws	□ 863 DIWC/DIWW				
□ 893 Environmental Matters REAL PROPERTY	Injury Product	Disabilities -	□ 640 R.R. & Truck	(405(g))				
□ 894 Energy Allocation Act □ 210 Land Condemnation	Liability	Employment	☐ 650 Airline Regs	□ 864 SSID Title XVI				
	MMIGRATION Naturalization		□ 660 Occupational	□ 865 RSI (405(g))				
nation Under Equal 240 Torts to Land	Application	Disabilities - Other	Safety /Health	FEDERAL TAX SUITS				
	Habeas Corpus-	□ 440 Other Civil	□ 690 Other	□ 870 Taxes (U.S. Plaintiff or Defendant)				
□ 950 Constitutionality of □ 290 All Other Real Property	Alien Detainee Other Immigratio Actions	Rights		□ 871 IRS-Third Party 26 USC 7609				
			<u> </u>	<u> </u>				
FOR OFFICE USE ONLY: Case Number:	CV 11-008	65 DOC (MLGx)						

CV-71 (05/08)

AFTER COMPLETING THE FRONT SIDE OF FORM CV-71, COMPLETE THE INFORMATION REQUESTED BELOW.

UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA CIVIL COVER SHEET

VIII(a). IDENTICAL CASES: Has this action been previously filed in this court and dismissed, remanded or closed? So Yes							
VIII(b). RELATED CASES: If yes, list case number(s):	VIII(b). RELATED CASES: Have any cases been previously filed in this court that are related to the present case? No Yes						
Civil cases are deemed related if a previously filed case and the present case: (Check all boxes that apply) A. Arise from the same or closely related transactions, happenings, or events; or B. Call for determination of the same or substantially related or similar questions of law and fact; or C. For other reasons would entail substantial duplication of labor if heard by different judges; or D. Involve the same patent, trademark or copyright, and one of the factors identified above in a, b or c also is present.							
(a) List the County in this District; California County outside of this District; State if other than California; or Foreign Country, in which EACH named plaintiff resides. Check here if the government, its agencies or employees is a named plaintiff. If this box is checked, go to item (b).							
County in this District:*			California County outside of this District; State, if other than California; or Foreign Country				
ORANGE COUNTY			, sand and Camonia, or Foreign Country				
(b) List the County in this District; California County outside of this District; State if other than California; or Foreign Country, in which EACH named defendant resides. County in this District: County in this District:							
			California County outside of this District; State, if other than California; or Foreign Country				
ORANGE COUNTY							
	; California County cases, use the loca	outside of this District; State tion of the tract of land invol	if other than California; or Foreign Country, in which EACH claim arose.				
County in this District:*			California County outside of this District; State, if other than California; or Foreign Country				
ORANGE COUNTY							
* Los Angeles, Orange, San Berna Note: In land condemnation cases, u	rdino, Riverside, se the location of the	Ventura, Santa Barbara, or S ne tract of land involved	San Luis Obispo Counties				
X. SIGNATURE OF ATTORNEY		poert 1	Date June 8, 2011				
	Notice to Counsel/Parties: The CV-71 (JS-44) Civil Cover Sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law. This form, approved by the Judicial Conference of the United States in September 1974, is required pursuant to Local Rule 3-1 is not filed but is used by the Clerk of the Court for the purpose of statistics, venue and initiating the civil docket sheet. (For more detailed instructions, see sengrate instructions sheet)						
Key to Statistical codes relating to So	cial Security Cases	:	3100.19				
Nature of Suit Code	Abbreviation	Substantive Statement of	Cause of Action				
861	HIA	All claims for health insural Also, include claims by hos program. (42 U.S.C. 1935F	nce benefits (Medicare) under Title 18, Part A, of the Social Security Act, as amended. pitals, skilled nursing facilities, etc., for certification as providers of services under the				
862	BL	All claims for "Black Lung" benefits under Title 4, Part B, of the Federal Coal Mine Health and Safety A (30 U.S.C. 923)					
863	DIWC	All claims filed by insured workers for disability insurance benefits under Title 2 of the Social Security Act, as amended; plus all claims filed for child's insurance benefits based on disability. (42 U.S.C. 405(g))					
863	DIWW	All claims filed for widows or widowers insurance benefits based on disability under Title 2 of the Social Security Act, as amended. (42 U.S.C. 405(g))					
864	SSID	All claims for supplemental security income payments based upon disability filed under Title 16 of the Social Security Act, as amended.					
865	RSI	All claims for retirement (old age) and survivors benefits under Title 2 of the Social Security Act, as amended. (42 U.S.C. (g))					

CV-71 (05/08) CIVIL COVER SHEET Page 2 of 2